Volume 8, No. 9 • March 23, 2001

Nation

Betting on Cree Business



Mishtapew Awards of Excellence Gala

Is the AFN ready for one Native - one vote?

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In cooperation with Creeco, CCDC has created the PTM program aimed at helping Cree youth to emerge as a new generation holding future managerial positions in the business world. If you are a college or university student, CCDC may hire you in a related field of your studies and in a position related to the construction industry.

The College or University students that would like to have a fantastic chance to gain experience in their field please contact Steven Bearskin, President, at 450-661-1102 to apply to the program.

Mélanie should complete her DEC in Tourism from Champlain College this year. She joined the company for the past summer and has been involved in a tourism project.



"I found that the PTM program has given me a chance to learn and I think it to be an important part of my education. I appreciate CCDC for giving students a chance to work and test their knowledge in their field even before their studies are over....I hope to have my stage here in Spring 2001."

Mélanie **(Tourism student)**

If you would like more information on our PTM program, please call Steven Bearskin, President at

450-661-1102

SHOW ME DA MUNNY



They say good business is where you find it. They also say that the three most important things in business are location, location, and location. If you manage to establish the right business in the right location you could be laughing all the way to the bank.

Case in point, if you were to relocate to sunny California you could do rather well for yourself by opening a plastic surgery clinic. Artificial hip manufacturing might be the just the ticket if you were to move your base of operations to Florida, where the demand for new hips is almost as high as the number of retirees that settle there.

If you choose your location unwisely, you could find yourself idling away the hours with little more to occupy you than endless games of solitaire played on that flashy new state of the art computer you just bought to help run your business. The next thing you know, a trio of stocky guys show up in a moving van and repossess your dreams of entrepreneurial bliss, including the hard drive, printer, modem, and that cute little mouse. For instance, selling road maps in Great Whale would be pushing the envelope of poor judgement to the max.

Through an informal poll conducted by the Nation, we've compiled a list of suggestions as to what businesses might sink or swim in the James Bay region.

Sinkers:

* Vegetarian restaurant — this could only work if meat was suddenly declared a vegetable
* Antique store — old stuff is what you throw away, people want new things
* Surf wear shop — the surfing craze hasn't caught on yet and there's no reason to believe it will, even with global warming
* Pro Cricket League — too many rules, not enough contact
* Citrus farm — the growing season ain't quite right, the soil's not ideal either
* Laundromat — why go out to do your laundry when you have a perfectly good washer and dryer at home?
* Petting zoo — maybe a trapping zoo, but not a petting zoo
* Mosque or Synagogue — there's just too much competition out there

Swimmers:

* Paintball — the craze that's sweeping the Nation
* Indoor golf course — if you build it we will come
* Duck pond dresser — for the active hunter on the go with no time to spare, lets you get right to the shooting
* Boat-to-boat catering service — for the busy fisherman with no time to spare on sandwich preparation, also handy to take dinner home if the Walleye aren't biting
* UFO landing pad complete with welcome mat, interpretation center and souvenir stand — if they

byAnonomouse

CONTENTS

NEWS

5 Cree model forest

7 AFN reform

FEATURE

10 Mishtapew Awards Gala

17 Crossword answers

UNDER THE NORTHERN SKY

19 Going to the dogs

20 Biz Quiz

23 The Journey

25 Classifieds

ON THE COVER

Betting on Cree Business

Cover Design: ANNETTE WABIE

Rez notes

BY THE ONE AND ONLY

Zen and the Art of Mammon

Ever wonder what it takes to be a successful businessperson? Did you know that the odds of making a business success is formidable, with the odds that 99% of enterprises that get started fail within the first year and only 5% of that 1% make it past five years? Then it takes 5 more years for your finances to solidify and become accepted in the business community. These are hard facts, but for some strange reason it never seems to daunt your local entrepreneur when they dive head first into the strange world of business for the first, second, third or fourth try. Remember, you can't succeed if you don't at least try first.

Business is nothing new to the world, in fact business goes back thousands of years when the first business people, who were actually the first known prostitutes, bartered their specialized wares, (something that you couldn't just raise in the fields or harvest from the land), which was, and still is - sex. Henceforward, the need for currency issued from "johns" became more and more in demand and the idea of bartering for your goods or wares caught on to other endeavors such as selling grains, spices, etcetera, etcetera.

Since successful business people tend to have a "savings" quality and thriftiness aura about them and seem to come off as grouchy crabs, it is wise to know the first basic rules of business - There is no love in business. this comes from the rule of prostitution which was really designed to prevent a way of getting too close to a customer, personally. Many a small business has suffered the woes of indecision, deciding between family and friends or business; or when pleasure is mixed with business, unless pleasure is your business.

Other traits of a successful business person is that they never seem to have enough time and always are hard at work. As the Bible well notes, there is profit in labour (although in those days it was slave labour and it's illegal in Canada to own a slave). It is always wise to get good workers and be an example and work your ass off yourself to show who's boss.

Never get the notion that the money belongs to you, first it belongs to the business and then it belongs to the government (or queen, king, dictator, you get my drift) because money is really an I.O.U. from them to you and then it just gets passed around for all its worth.

There are opportunities galore for making moolah, it just takes a special kind of person to recognize and take advantage of those opportunities (or chances). Many times entrepreneurs tend to sell just about anything under the sun but the wisest move is to observe your future customers and see what they buy or find out their needs. Find a niche, something that is truly yours (and or your partners) to fit then flog it out loud and in a place where there are people to hear what you say about your wares. Remember, not advertising is like winking at a pretty girl in the dark, you know you're winking but does she even know you're winking at her. You gotta shine light on you buddy, to help her see you winking at her.

Last and not least, you gotta know when to quit, because it you don't quit when you recognize danger signals, you could stand to lose an awful lot. Quit while you're ahead may seem cowardly business, but why did you go into business in the first place? Almighty moolah, that's why.

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LOOKING FOR ANSWERS IN THE FOREST

Can forestry co-exist in harmony with the Cree hunting, trapping and fishing way of life? That's the question they're busy trying to answer at the Waswanipi Cree Model Forest.

The project, created in 1997, is the only Aboriginal model forest in the Canada-wide model forest program.

It gets $500,000 in funds each year from the federal government, and raises another $250,000 from the Waswanipi band and a Quebec research fund.

"We're like the poster boys of the model forest," says Sam W. Gull, president of the model forest.

After four years of quietly working behind the scenes, the model forest had a breakthrough last week.

It met with seven forestry companies in Val d'Or to start discussions on a better consultation process on forestry.

"The idea is for Crees to have meaningful participation in decision-making. Right now they just show us the plans and we don't have any input," said Gull.

The model forest has a few other projects on the go. It is developing forestry-management plans for three Waswanipi traplines.

"This will be part of the management system of the future," said Gull.

Trappers, extended family and cthe ommunity would all be asked to identify key features of the trapline – sacred areas, moose yards, wildlife corridors, buffer zones, camps.

This information would be used to help minimize damage from forestry and road construction. "It's a practical guideline of how to manage a hunting ground. We're taking the principle and going out to test out how to do it. This is where these projects are crucial," said Gull.

"It complements what they're doing at the negotiations" on forestry between Crees and Quebec, he said.

"(Forestry) has to be adaptable and compatible with the Cree way of life and modern economic needs. We have to balance those two."

The model forest's third major program is developing rules for Waswanipi's own forestry operation, the band-owned Mishtuk Corp., which is co-owner of the Nabakatuk sawmill.

The rules would make sure Cree loggers are rolemodels for other foresters.

"If we're going to be telling the government and companies how to take care of forests, we have to set an example," said Gull. "We have to adopt it and practice it ourselves."

Gull emphasized that all the initiatives are taken on "without prejudice," which means they won't affect Cree legal actions and can't be used as evidence in court.

On the side, the model forest has also built 30 kilometres of walking trails around Waswanipi and supports research on wildlife and forestry.

The model forest has one more year of funding left, and hopes to get renewed for another five years.

Said Gull, "We have to continue finding solutions because if we don't the problems are only going to get worse."

by Alex Roslin

Crees going to UN after court setback

The Cree forestry court case has suffered a setback. The Supreme Court of Canada has refused to hear a Cree appeal of two Quebec court decisions on the Mario Lord forestry lawsuit.

In response, the Grand Council of the Crees has decided to complain to the United Nations, saying Canada and Quebec have violated the human rights of the Crees.

Crees wanted to appeal the Quebec Court of Appeal's decision to overturn an earlier ruling in the case that was favourable to the Crees.

That was the decision in which Judge Jean-Jacques Croteau ruled that Quebec forestry laws had "openly and continuously violated" Cree rights under the James Bay and Northern Quebec Agreement.

Not only was the decision overturned, but in an unprecedented move, Croteau was removed from the case. Crees were seeking to appeal Croteau's removal, too.

But the Supreme Court, in a ruling March 15, refused to hear the Cree appeals.

"This is the first time in Canada that a judge has been removed from a constitutional case at the request of the government," said Grand Chief Ted Moses in a statement.

"This is a violation of the human rights of the Crees. It is a violation of our right to due process, and a violation of the principle of the independence," he said.

The Supreme Court ruling does not actually affect the main part of the Cree case. Judge Croteau's ruling was made after a Cree request for an interlocutory injunction on approval of new forestry cutting plans.

Cree officials say the main case will now continue. Crees may renew their request for injunctions. They may also ask the courts to throw out new provincial forestry legislation that Crees say violates their rights.

Mistissini elects chief

Mistissini has elected a new chief. John Longchap got 335 votes, or 40 percent of the total 837 cast. Next were Kenny Blacksmith (212 votes), Kathleen Wootton (204) and George Blacksmith (73). Longchap will serve a 1 1/2-year term.

see BRIEFS, page 9

JOB OPENING!

JOIN THE PUBLIC HEALTH TEAM, AN EXCITING, INNOVATIVE AND FUN GROUP

We are looking for a motivated, capable individual, who wants to accomplish a lot and has the initiative to reach for the best:

ADMINISTRATIVE TECHNICIAN

(Based in Chisasibi).

The ADMINSTRATIVE TECHNICIAN performs complex administrative tasks and is paid according to the rate of the CSN Collective Agreement. Exact amount paid will depend on your qualifications and experience.
Duties include:
As a member of a small team, the duties of the Administrative Technician include participation in all of the Public Health Team's activities.

- Perform work related to the management of personnel, financial management, organization of work and planning for the performance of administrative tasks by compiling and analyzing data.

- Use spreadsheet to organize data from brainstorming and other priority setting exercises.
- Attend meetings to gain knowledge of current public health work, thus becoming more involved and efficient in organization and planning of work.
- Organize activities of the Cree Diabetes Network, including setting up periodic conference calls, preparing and distributing minutes and providing logistical support to the activities of the network.

- Open mail, write routine correspondence, and keep filing up-to-date.
- Keep budget control for all activities of the Public Health Team.

Qualifications:

- Post-secondary education would be an asset, especially CEGEP diploma or certificate, with a core concentration in business education or other related field.
- Fluent in the Cree language.
- Fluent in English, French would be an asset.
- Initiative, desire to excel and innovate as part of a growing team.
- Strong organizational skills.
- Strong inter-personal skills.

This is a full-time (35 hours/week) permanent position. Housing and travel expenses are paid for those presently based outside Chisasibi.

Please send your curriculum vitae (please include three references) to:

Robert Harris
Cree Board of Health and Social Services of James Bay
Chisasibi, QC J0M 1E0
Tel: 819 855 2844 ext: 4369
Fax: 819 855 2867
Deadline for applications: April 12, 2001

The PUBLIC HEALTH TEAM of the Cree Board of Health and Social Services of James Bay works to improve the health of our communities.

To the Cree Nation of Mistissini

I would like to take this opportunity to congratulate John Longchap for winning the election as chief of Mistissini. I want to wish him well. I have every confidence in his abilities to fulfill his mandate as chief.

I wish to extend my best wishes to the other candidates, George Blacksmith and Kenny Blacksmith. Each of you has, in the past, contributed much to the development and betterment of Mistissini as a community and also to the Cree nation at the regional level. I hope you will continue to contribute to our community's growth and prosperity.

I want to thank all those who voted for me. I thank everyone for showing confidence in me and for believing in my vision. I especially want to thank Jane (Gunner) Blacksmith for nominating me and I also thank John Coon for seconding her nomination.

I want to acknowledge the support of those friends who worked to help me with my campaign: Robin McGinley for her computer skills in helping produce the pamphlet, Edna Neeposh for her assistance with my Cree, Juliet Neeposh for translating the pamphlet, Bella M. Petawabano, my sister Philomene, Robie Mianscum, my neice Deborah Mianscum and Judith Coon for helping fold the pamphlets, Ann Marie Awashish, Kathy Benac, and some special friends, my colleagues at CHRD, for their support and encouragement.

God bless you all

Sincerly, Kathleen Jolly-Wootton



Losing Interest

Dear editor, I am sorry to write a letter of this kind, but I would like to place my thoughts on the past few issues of the nation.

I love reading the Nation, but lately it has lost its main purpose and that is to report on the Cree nation.

Lately, a lot of the pages that should have reports on the Cree nation, leaders, government of Quebec, forestry community issues, etc. have been pushed aside in small columns and featuring other countries that, ok, are natives also, but do you need to take 6-8 pages about other countries. I would like to see less pages about other countries and more news on our Cree nation.

I do not want to put you down, but believe me, it is good reporting and you and your staff are doing a good job. the Nation is the best I have to read to know what is happening in other communities. Let's concentrate on the Cree nation.

Thank you for your understanding.

Till the next issue, A Cree reader of the Nation



ONE NATIVE-ONE VOTE — THE DEBATE STARTS

A big debate is getting under way about the future of the Assembly of First Nations.

The result may spark a revolution in Aboriginal government and even reshape Canada's system of federalism.

The debate is about how to elect the National Chief of the AFN. At present, he is elected by about 630 chiefs representing their First Nations.

Current National Chief Matthew Coon Come campaigned on a promise to let all community members cast a ballot for the AFN leader.

Supporters say this is more democratic and would give the AFN more authority to defend Native interests.

It would force governments to deal with a united Native government that speaks for all First Nations people, rather than 630 separate bands that can be divided and ruled more easily.

But the idea has a lot of critics, including many of the AFN's local chiefs and regional vice-chiefs. They say Native people don't know the issues well enough to vote for the National Chief, and that the people trust their chiefs to do the job.

The debate promises to get nasty because the stakes are so huge. Some chiefs are threatening to break up the AFN if the idea goes ahead.

It's more than just a question of who gets to cast a vote. The debate raises questions that go to the heart of Aboriginal government.

Is the AFN truly representative of grassroots people? Are local First Nations willing to give up some of their authority to a Canada-wide Native government?

What powers would the National Chief have? What about checks on his or her authority?

And what would be the relationship between this new Native government and the Canadian system of federalism?

The debate isn't new. It goes back to the times of Native leaders like Pontiac and Tecumseh, who argued that Aboriginal peoples had to stand united or they would get picked off by the European invaders one by one. The idea sparked controversy among some Native people back then, too.

But Tecumseh only had to point to the example of the U.S. colonies that banded together to fight the British and achieved sovereignty. "Tecumseh used to say, 'They can do it – why can't we do it?'" said Tony Hall, a professor of Native studies at Lethbridge University in Alberta.

Sources close to Coon Come say one strategy may be to go straight to the people with consultations and a referendum on changing the AFN voting rules.

Community members would be consulted on reforming the AFN, and at the same time asked for input on a new AFN agenda rooted in local issues. Then a referendum would be held on the AFN reforms and new agenda. "At that point, you would have a strong mandate," said one of Coon Come's advisors.

The idea is barely at the discussion stage, but some chiefs are already going on the attack.

"We already have a system in place and it has been work-

by Alex Roslin

see AFN, page 9

High time to change AFN: chiefs

It's time to democratize the AFN and let every community member vote for National Chief. That's the message from a wide cross-section of local and regional chiefs across Canada.

So far, media reports have focused mostly on the critics of the idea. But there are lots of enthusiastic supporters, too.

"It will be supported. It is inevitable. It is the only way we will go forward," said Stan Beardy, Grand Chief of the Nishnawbe-Aski Nation, with 49 member First Nations in Ontario.

Stewart Phillip, who is chief of the Penticton First Nation and president of the 80-member Union of B.C. Indian Chiefs, also loves the idea.

"I strongly support it. If you look at the lack of success we've had in the past decade, I would think it's high time for that change," he said.

"The fundamental issue is control. The chiefs don't want to relinquish control. The autocratic leadership will fight this. (But) no group has the right to preempt this, to prejudge it."

The idea is also supported by a respected Elder in Ontario who helped found the National Indian Brotherhood in 1966.

"I think it's a good idea," said Fred Plain, a former Grand Chief of the Union of Ontario Indians, who is currently the regional Elder of the 134-member Chiefs of Ontario.

"That's how the prime minister is chosen. Would the people of Canada feel better represented if only the mayors were to choose the prime minister? I think people have the right to choose who their leader will be," he said.

Plain also said the AFN's regional vice-chiefs should be directly elected by the people in their areas.

He said the idea of changing AFN voting rules has virtually unanimous support among Native people, even though some chiefs might oppose it.

see HIGH TIME, page 9

Everything you should know about your public auto insurance plan

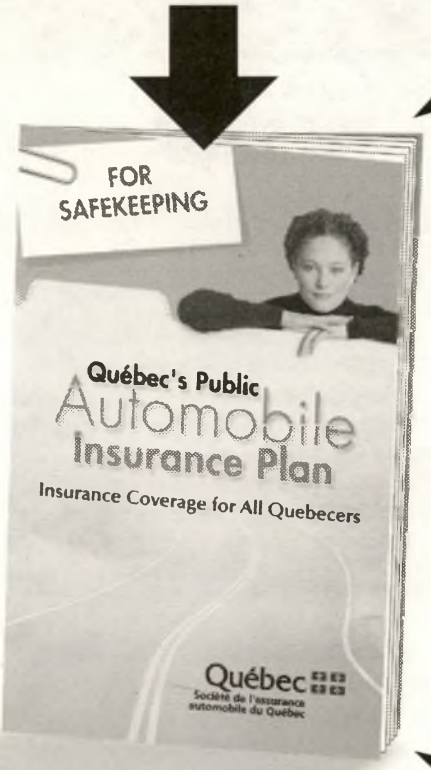
Why a public plan?

Before 1978, compensation was based on the notion of responsability. To get compensation, you had to sue the person who caused the accident. This entailed a number of inconveniences:

- One out of four people were never compensated
- Innocent victims were never totally compensated for their financial losses
- Payments were long in coming—it took 2 to 10 years for final settlements to be made
- People had to pay for their own rehabilitation.

What is its role?

The public auto insurance plan is there to compensate the injured parties—not punish them. It should not be confused with the Criminal Code or the Highway Safety Code—laws that punish and penalize.



Does this insurance protect me?

Everyone is protected without exception—drivers, passengers, pedestrians, cyclists, and motorcyclists. The insurance covers all 7.3 million Quebecers here and around the world.

What would be the consequences if people had the right to sue?

No compensation could be paid to injured parties before determining who caused the accident. This would be a step back to the days of long, costly trials when the families of individuals being sued were hit hard financially. If lawsuits were allowed, drivers could have to buy additional insurance to protect themselves.

Today's weekly paper features a brochure on the Québec Public Auto Insurance Plan.

Take a few minutes to read it—you'll learn even more about the insurance that protects you.

Québec
Société de l'assurance automobile du Québec

On the road, life comes first.

AFN elections...

continued from page 7

ing," said Len Tomah, AFN regional vice-chief for New Brunswick and PEI. "(The chiefs) know the leadership out there, and they are the ones in tune with that."

"A powerful, effective voice"

One of the biggest critics so far is Lawrence Paul, chief of the Milbrook First Nation in Nova Scotia.

Paul is also co-chair of the 35-member Atlantic Policy Congress of First Nations Chiefs. The congress recently voted to oppose any changes to the AFN voting rules.

"I don't think it's a good idea, myself. People vote for their chief and council, and that chief is usually the spokesman of the people," he said.

Chief Paul, who admits he voted against Coon Come in last year's AFN election, said he is afraid of creating a "super-chief" who has "too much power."

"Why would Matthew want that? What power does he think that would give him? Is he on an ego-trip?" he asked.

Paul predicted that other chiefs won't agree to change the system. "It would be the break-up of the AFN because the chiefs would not support a National Chief who has that kind of authority. The Atlantic First Nations may split off."

The First Perspective, a Winnipeg-based Native newspaper, reported this month that Coon Come will bring the issue to chiefs at the next AFN confederacy meeting this spring.

"Why would Matthew want that? Is he on an ego-trip?"

In a speech at the last confederacy meeting in December, Coon Come pointed out that such a voting system worked well when he was Grand Chief of the Quebec Crees.

"Governments knew that the voice of Eenouch was legitimate, representative and true," Coon Come said.

He said the AFN "is at a crossroads. It can remain a talented, resourceful, but ultimately less-than-powerful policy and resource organization and clearing-house.

"Or, it can become a powerful, effective political voice for the future, an urgent and irresistible voice for a meaningful livelihood and a place in the sun for every First Nation people in this land."



O.J. mini-soccer team (see story, below). Back row, left to right: Dwayne Laffin, Phys. Ed. teacher, Jeremiah Capassisit, Benoit St. Pierre, Arthur Bosum, Joey Capassisit-LaCroix, Darren Gallant, Gr. 5 & 6 teacher. Front row, left to right: Bobby Capassisit, Jordan Shecapio, Matthew Rabbitskin.

High time...

continued from page 7

Some of the idea's strongest supporters come from places where Native people already directly elect their regional chiefs.

In 1998, members of the seven Cree First Nations on the east coast of James Bay cast ballots for the first time for the Grand Chief of the Mushkegowuk Council.

They elected Lawrence Martin. He said the system has been a big success.

"It gives people a better sense of ownership and access. Now, there are a whole bunch of people who want to run for Grand Chief (next time).

"There's a huge increase in what people are doing and talking about. People want to be involved in decisions now, not just let the chief decide," said Martin.

The system has also been a success among the Crees of Iyiyuuschii, in northern Quebec, said Matthew Mukash, the Cree Deputy Grand Chief. Mukash said it's time for AFN leaders to be elected by the people, too: "I think Aboriginal people should decide how they will govern themselves."

Mukash also dismissed the idea that a directly elected National Chief would have too much power. He said it would be easy to set limits on what he or she could do.

He pointed out that the Grand Chief of the Quebec Crees has to answer to the nine Cree chiefs, who meet regularly to decide policies of the Grand Council of the Crees.

Briefs...

continued from page 5

Cree blasts Quebec in Washington newspaper

Crees are jumping into the U.S.-Canada trade dispute over softwood lumber with an ad in the influential Roll Call newspaper.

"Wholesale export of Quebec's forests into the U.S. market is destroying our Indian way of life," says a headline in the full-page ad, which appeared this week. The ad says Quebec cuts too much and excessively subsidizes forestry.

Roll Call is a leading insider source of news in Washington, D.C., and is read by lobbyists, lawyers and political staffers.

O.J. soccer team shines

The Waapihtiiwewan Elementary Boys' Soccer Team from Ouje-Bougoumou won second place in the mini-soccer tournament in Whapmagoostui, held Feb. 15 to 17.

An assembly was held at the school upon their return, to recognize the students' achievement and encourage them to continue striving to succeed.

At the assembly, the players were introduced, presented with medals, trophies and a special banner. Congratulations to the coaches and mini-soccer team! Be strong and play smart!

Mishtapew Gala



Gala Entertainment



Steven Bearskin

By William Nicholls

The festivities started at 5:50 p.m. with a champagne cocktail hour, a time to shmooze and see who was there. The meet and greet was well done and had a nice relaxed air except for some fool rushing around trying to make sure that all the interviews would fall into place. Wait, that was me!

March 4th marked the first time I attended the Mishtapew Awards of Excellence Gala, held this year at the Palais des Congres in Montreal. This would be the fourth consecutive gala hosted by the First People's Business Association. The Awards of Excellence brings Natives and non-Natives together from across Canada to honour the success of Native entrepreneurs. This year, 41 businesses competed to win one of the 15 award categories.

Steven Bearskin of Cree Construction and National Aboriginal Economic Development gave the Trade and Services Award to Night Hawk Technologies on behalf of Industry Canada. Night Hawk Technologies specialize in network architecture, database design and management, programming and multi-media. It was Bearskin's first time attending the Mishtapew Awards and he was well impressed. Other prominent Crees in attendance were Edward Gilpin, Chisasibi Chief Violet Pachanos and National Grand Chief Matthew Coon Come, who gave an inspiring off-the-cuff speech in his role as co-chair for the event.

Scierie Opitciwan received the Native Business of the Year Award. Scierie Opitciwan Sawmill is a partnership between Obedjiwan Band Council and Donahue Forest Products. The sawmill has produced a radical change in the economy of the community.

Other native businesses recognized were;

Nunavik Arctic Foods with the Agri-food Award. Nunavik Arctic Foods, based out of Kuujuak, sells caribou meat all around the world. You can get it as just plain meat, smoked, pates or sausage style just to name some of their products.

The Societe de Communications Attikamekw-Montagnais (SOCAM) won the Communications Award. SOCAM has been around for over 20 years and has been instrumental in developing communications within it's own communities.

Amalecite 1 was the recipient of the Business Creation Award. Amalecite 1 is a new commercial fishing venture started by the Malecite community of Viger. They fish for crab and shrimp and have agreements with fish processing plants. Amalecite 1 was set up within three months of the Marshall court case being concluded.

Terres En Vues received the Culture Award. Landinsight, the non-profit organization, has worked to promote understanding of Native cultures throughout Quebec and Canada since 1990. Every summer, those in Montreal can catch the "Native Presence" festival. It just keeps getting larger every year.

Bleuets Mistassini Ltee took the Exportation Award. This company exports to more than 17 countries around the world. Bleuets Mistassini Ltee is a family business that has provided jobs for Native and non-Native workers in the Lac Saint Jean region. The blueberries it exports travel as far as New Zealand, Israel and Thailand.

Shetush Electrique walked away with the Human Resources Award. Shetush Electrique started in 1988. It practices a Native hiring policy with on-the-job training. This allows the company to maintain the services of a team of electricians and apprentices who work independently in their home communities.

Grey Owl Marketing Ltd got the Partnership Award. It belongs to all the Indian communities that make up the Federation

of Indian Nations of Saskatchewan. The Cree, Sioux Saulteaux, Assiniboine, Dene and Dakota First Nations got together and market wild rice from Saskatchewan, Minnesota and California. As well as enjoying a good market in the United States, Grey Owl Marketing Ltd is expanding into Europe. The company first opened its doors in 1984.

Sandokwa won the International Influence Award. The Dance Troupe has toured all over the world for the past 25 years promoting Wendat culture.

The Natural Resources Award went to Pisituuq Smoke Plant Inc. Arctic Char has proved to be a difficult catch to market but smoking the local caught fish proved to be the answer for Pisituuq Smoke Plant Inc.

Kitsaki Meats Ltd Partnership found it won the Local Support to Entrepreneurship Award. Kitsaki Meats Ltd Partnership makes and sells dried meat snacks and wild rice. You might have noticed their Northern Lights brand in your travels. Kitsaki Meats Ltd Partnership is owned by the Lac La Ronge Cree Indian Band Council from Saskatchewan.

The Tourism Award went to Musee Shaputuan for their hard work in reaching out to Native and non-Native visitors and teaching them Innu traditions, culture and history. It is seen as a major North Shore tourist attraction that contributes to the economic growth of the area.

It was great to see all the businesses that won get recognition for their accomplishments. If you choose to start a business yourself then you just may find a microphone in front of you one day when you receive your Award!



National Grand Chief Matthew Coon - Come

Sam Gull

Weshau Consulting
Waswanipi



Sam is a business consultant whose firm focuses on business development. He and his associate, Rolf Kungl, have offices in Waswanipi and Montreal and have been consulting full-time for the past year. They have been successful in helping to launch approximately 50 businesses in Cree territory. Some of these companies include Fort George Island Tours (Chisasibi), the Quick Stop Cafeteria (Mistissini), and The 4 In 1 (Nemaska). Sam also has plans afoot to open a new restaurant, River's Restaurant, in Waswanipi this coming June.

As a consultant, Sam specializes in developing business plans with his clients, as well as offering motivational and entrepreneurial workshops. He encourages his clients to inspire themselves to acheive their goals by helping them hone their commercial and self-esteem skills.

Sam advises budding entrepreneurs to, "think positively. See your goal, envision where you want to go and make it happen." He also encourages people starting out in business not to take no for an answer and not to be discouraged when the going gets tough. "There are programs out there to support you," says Sam. "The exciting part is doing it. Once you're in business that's the reward. You have to be patient and keep striving for that goal."

Some of those programs that Sam is referring to include funding plans through Economic Development Officers (EDOs) and Aboriginal Business Canada (ABC) that can cover the costs of developing business plans, as well as provide generous amounts of start-up capital. There is currently a trend toward funding youth and eco-tourism ventures. If you are under 29 years old you can qualify for youth funding if you have at least 10% cash equity in the bank. If you are over 29 you must have 15% cash equity. Youth funding can apply to any type of business, but once you're out of the youth bracket the funding applies only to eco-tourism. Eeyou Economic Group has a youth strategy program that will provide up to $15,000 and a regular loan program that can provide as much as $125,000 in funding assistance.

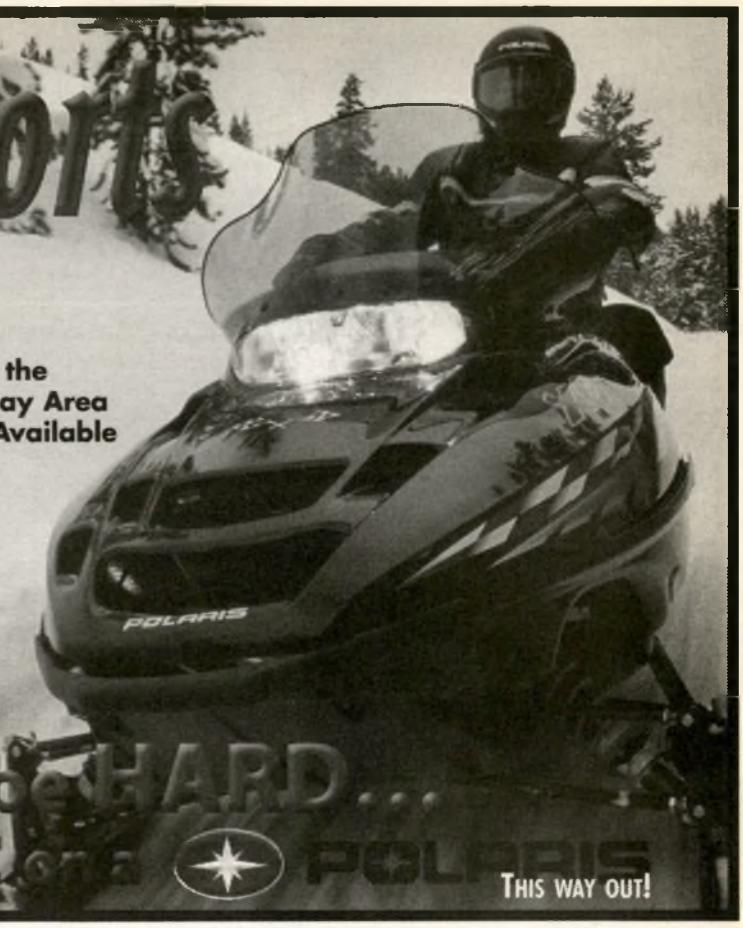
As Sam Gull suggests, the means are out there if you do your research. To really investigate available business assistance programs you can contact your community EDO, the Cree Regional Authority, or a private consulting firm.

"Opportunities are there," adds Gull, "programs are there to assist you. Small business development is an area we have to explore."

Weshau Consulting is currently preparing a presentation for the chiefs on the creation of a Cree business development center.

By Brian Zelnicker

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Aim High

Mario Monger

Les Cartouches Tony
Montreal



Mario Monger is an entrepreneur who recently wrote to the Nation to fill us in on the nature of his enterprise.

Last year, I acquired the Les Cartouches Tony Inc., a shot shell reloading facility in Montreal. My son Simon, Brian Menarick, Robert Chretien and I took a course on training from the previous owner, Nicholas Colabella. He is known as Mr. Tony and is the top man in reloading shot shell and selling reloading equipment and components in Quebec. Last year, Mr. Tony retired. He called and offered me to take over the factory. After we reached an agreement, he signed over his corporation, permits, and trade names.

In 1985 I went to Eastmain to talk with the economic development office about this project, but heard nothing more about it. This is what I wanted to do for a long time. I was pretty confident that I could make it work. I knew it would not be easy, because they are a very well established manufacturers of shot gun shells, but what made me decide is that there are only three shot shell makers in Canada.

After five months we have produced and sold 1000 cases. We are preparing to make another 1000 cases for this Spring. People in Chisasibi and some Inuit communities already know how good these shot shells are. They are known to kill birds cleanly, meaning they kill at a distance of 40 to 55 yards without losing or crippling too many birds. Some of the best shooters in Chisasibi will tell you that this is the only shot shell they have been shooting with for years.

We are now preparing a business plan with Mr.Pongrey from Pongrey & Ass. in Nepean. We are presenting a plan to relocate to Chibougamou. I would really like to be in Chibougamou as it is much closer from the North, it is in the center of Quebec and not too far from the other Native communities.

If people from James Bay come to Montreal and want to see how we make shot shells it would be a pleasure to show them.

Also, if some business or Band Council is interested in a partnership or having shares in our company they can call and ask for Mario at (514) 727-6539. Or, write to us at: 6556 Papineau, Montreal, QC H2G 2X2

The Nation contacted Mr. Monger to find out more about his experiences in taking over a business.

What has been the toughest part of getting your business off the ground?

Getting the confidence of the people, getting people to switch to my product. The Crees are probably the best goose hunters in North America, so if I can convince them to try my product I'm confident it will work for them.

What about the paper work?

I need over ten permits to operate, including an import permit for raw materials from other countries. There are also many inspections and regulations that I am subject to.

How do you distribute your shells?

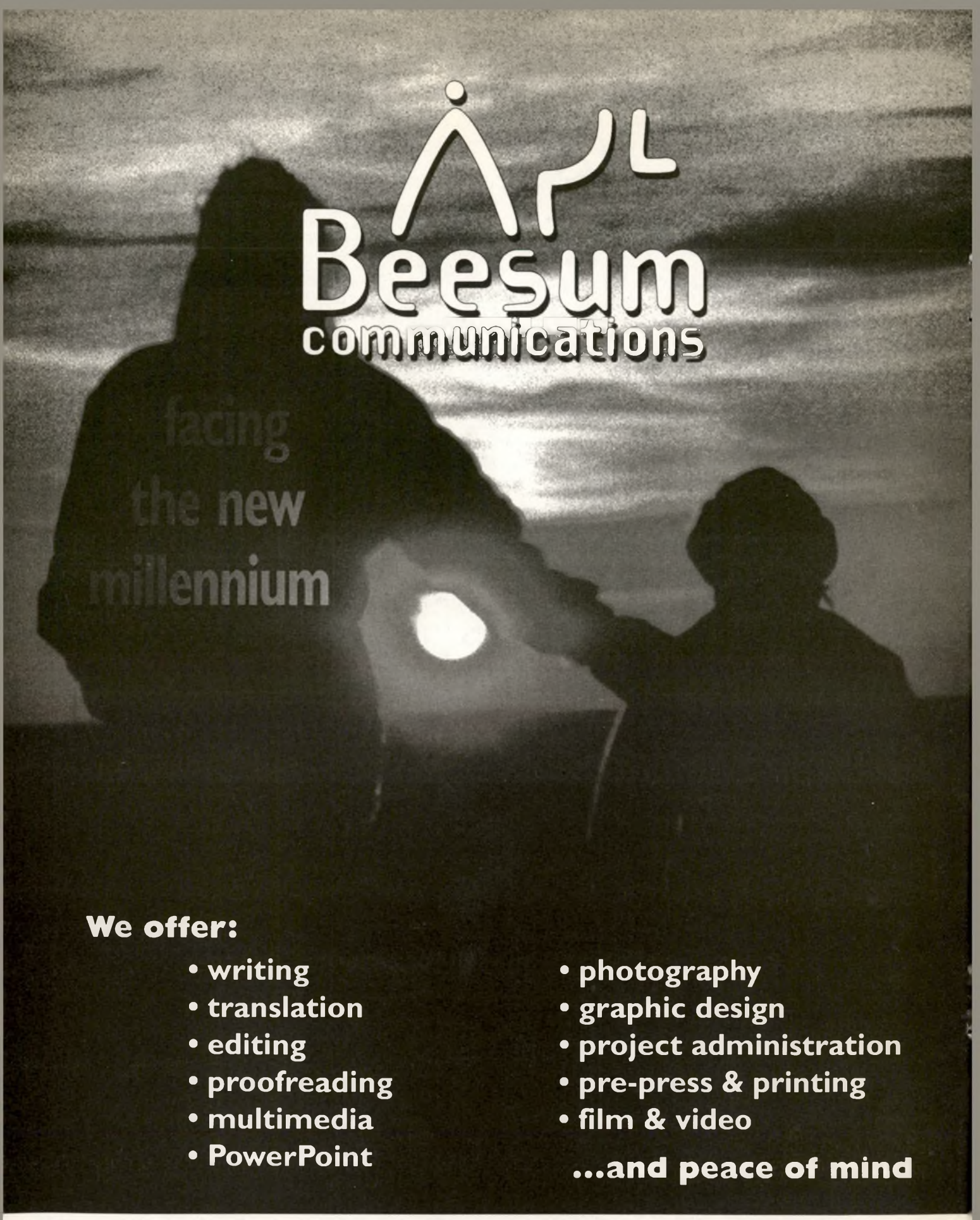
I do alot of travelling. I probably spend two weeks reloading and six months travelling. I visited all the Montagnais communities. I also rely on telephone contacts and word of mouth. I spend alot of time doing promotion, sales, and deliveries.

Have you seen growth in your project?

We see selling about 4000 cases in the first year just in the Native communities in Quebec. After that we'll go for Ontario, Nunavut, and all the northern communities in Canada. We're hoping for another (faster) reloading machine if the Chibougamou plan goes through.

What about the Chibougamou deal?

We should know the answer by mid-May. If it happens, I hope to move all our operations there by next October or November.



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✓ Start Up Checklist ✓

The list below is meant to remind you of the tasks you may have to perform to start your business.

- ❑ Write a business plan and marketing plan
- ❑ Choose a business name
- ❑ Verify right to use the name
- ❑ See if the business name is available as a domain name
- ❑ Register the business name and get a business certificate
- ❑ Register the domain name even if you aren't ready to use it yet
- ❑ Choose a location for the business or make space in the house for it
- ❑ Check zoning laws
- ❑ File partnership or corporate papers
- ❑ Get any required business licenses or permits
- ❑ Reserve your corporate name if you will be incorporating
- ❑ Register copyrights
- ❑ Apply for patent if you will be marketing an invention
- ❑ Order any required notices (advertisements you have to place) of your intent to do business in the community
- ❑ Have business phone or extra residential phone lines installed
- ❑ Check into business insurance needs
- ❑ Get adequate business insurance or a business rider to a homeowner's policy
- ❑ Send out publicity releases
- ❑ Apply for sales tax number if needed
- ❑ Get tax information such as record keeping requirements, information on withholding taxes, if you will have employees, information on hiring independent contractors, facts about estimating taxes, forms of organization, etc.
- ❑ Apply for employee identification number if you will have employees
- ❑ Find out about workers' compensation if you will have employees
- ❑ Open a bank account for the business
- ❑ Have business cards and stationery printed
- ❑ Purchase equipment or supplies
- ❑ Order inventory
- ❑ Order signage
- ❑ Order fixtures
- ❑ Get an email address
- ❑ Find a web hosting company
- ❑ Get your web site set up
- ❑ Have sales literature prepared. Call for information about Yellow Pages advertising. Place advertising in newspapers or other media if yours is the type of business that will benefit from paid advertising. Call everyone you know and let them know you're in business.

Roger Orr

The 4 in 1
Nemaska



Roger in action at the 4 in 1.

Roger has been in business for over three years. The 4 In 1 comes by its name honestly as Roger's empire consists of four businesses rolled into one: a restaurant; games center; canteen; and video rental. In all, Roger and his wife Linda hire eight employees to take various shifts at The 4 In 1.

How did you start?

"For personal growth – to actually feel like I'm doing something. I had a business plan for a corner store and this business came up due to the collapse of the local youth center. The business opportunity was posted and I decided to move my video business out of my basement."

Biggest Problem?

Roger's biggest problem has been a high turnover of staff. "I find there is no sense of committment and I have a high turnover of employees. At times I've had to close the store due to people not keeping their committments. It's a problem in the northern communities. We're lucky to find people who do stay and we treat them with as much respect as possible. It takes teamwork to reach your goals, all the players have to be there to win."

"We run independently. we don't get government handouts. The mentality has to change because the money is not guaranteed like a government subsidy. The Band Council can only provide so many jobs, so businesses like this are important for future employment opportunities in the communities. I'd like to see more people opening businesses."

Do's and Dont's:

"Follow your heart, if you have a good idea go for it. Don't be afraid of failure and don't give up when things are tough, it's all a part of getting started. Don't let obstacles, such as business plans, loans, and permits, stop you. Stay focused on the positive because it definitely outweighs the negative. In the beginning the business is your master, but as time goes by you become the master of your business."

"In closing, I'd especially like to thank my employees who've stuck behind the business. I'd also like to thank the customers for their support, and Nemaska Development for helping this business get off the ground."

Planning Worksheet

Before leaping into business it's not a bad idea to learn as much about the business (and yourself) as possible. These questions, if you answer them honestly —will help you collect and evaluate key information about yourself and the business you want to start. While it won't give you all the facts you need to determine if you should pursue your business idea, it will help you answer some very basic questions and help you spot potential problems.

- Why do you want to go into business for yourself?

- Are you willing to work long hours even if this business doesn't make money right away?

- Have you ever worked in a similar business?

- Have you ever worked as a foreman or manager?

- Have you taken any business courses in school?

- Describe what you plan to sell in one or two sentences?

- Describe your typical customer:

- How big is the market?

- Is the market growing, static, or declining?

- How much of the market can you reach?

- Who are your competitors?

- How well are they doing?

- How will you distinguish your products or services from theirs? (Price , performance, quality, strength, speed, size, color)

- Is there really a need for another business like the one you are planning to start?

- How will you advertise your business? Who will prepare your ads?

- How do other businesses like the one you are considering get customers?

- Do you know how to price the products or services you plan to sell?

- Do you know what other businesses are charging for products and services like those you plan to sell?

- What have you done to find out what your potential customers really want to buy?

- If you will be selling products, do you have a system devised for tracking inventory and determining when to reorder?

- Where will you get your stock if you are selling a product?

- Who will actually do the selling? You, or a salesperson?

- Do you have any sales training, or have you studied books on salesmanship?

- Do you like selling?

- How much money do you have now to put into this business?

- How much money do you need to start this business?

- Where will you get the rest of the money you need to start this business?

- How much credit will you be able to get from suppliers (people you will have to buy goods or services from)?

- How much money do you expect to make per year from this business (salary and profit on investment)?

- What is the minimum amount of money you need per year to meet living expenses?

- Have you discussed business loans with a banker or an accountant?

- Will you need a partner to supply money or business know-how?

- If you will need a partner, do you know someone who would be appropriate and with whom you are sure you could get along?

- Have you investigated the pros and cons of working on your own (sole proprietor), with a partner, or as a corporation?

- Have you discussed your plans with a lawyer?

- Are most businesses in your community doing well?

- Are other businesses like the one you want to start doing well in your area? In the rest of the country?

- Where will you find employees if you need them?

- Are other businesses in your area having difficulty finding qualified help?

- What salary will you have to pay to get reliable help?

- How will you train your employees?

- Do you know how long it normally takes to get paid in your line of business?

- Will you accept credit cards?

- Have you investigated the requirements of credit card companies and the benefits and drawbacks of accepting credit cards?

- Could you make more money working for someone else?

- Are you sure you will have the support of your family?

Andrew McCrae

Buanderie Net-Net
Montreal

Andrew McCrae, who just survived his 40th birthday, is a non-Native Montreal entrepreneur and the proud proprietor of Buanderie Net-Net. The hip laundromat has been a Duluth street landmark for the past 13 years. As a hard working individual who with years of small business experience behind him, Andrew has many keen insights on what it takes to stay afloat in business. Before entering the world of washers and dryers, Andrew promoted rock concerts among other things. He has lectured to business classes about some of the common sense needs of a modern small business operator.

-Don't pay yourself out of the till. Make yourself an employee and write yourself a regular cheque.

-You'll be the poorest paid person in your company when you start out, based on the hours you're going to have to put in. I worked an average of 60 hours a week at the beginning.

-You need a plan. Do the numbers make sense? Can you afford necessary losses at the beginning? Every plan should have an optimistic side and a worst-case scenario. You will make more mistakes than you think and that's okay, but you need to allow for that in your plan.

-Listen to your customers, they are your bible. It's not just about listening – you have to know how to respond to them.

-Make sure you have a cushion to see you through the tough times, especially when you are first starting out.

-Remain optimistic, but don't let your enthusiasm over-ride your plan. When considering your potential work week you should plan on leaving time to do paper work, ordering, permits, taxes, inventory, and such on top of the hours you will actually spend doing the specific work that your business deals with.

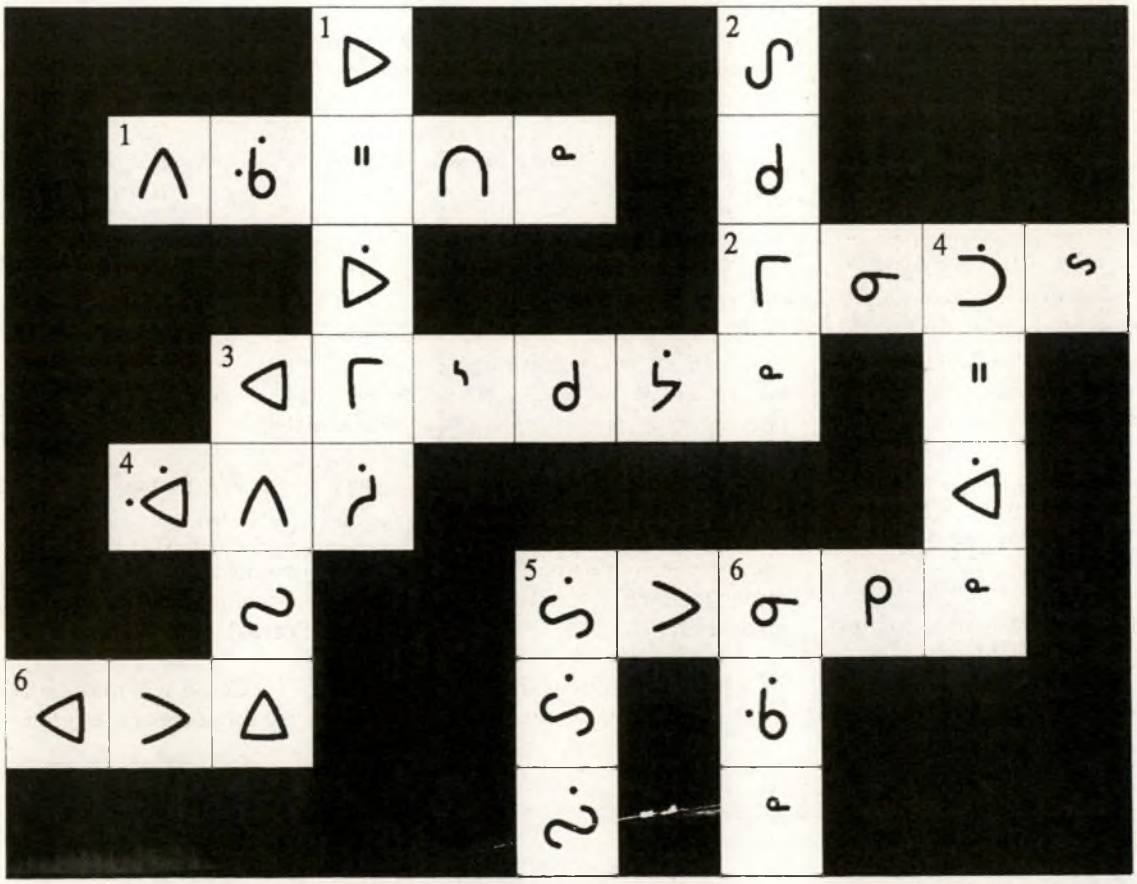
-Let your fingers do the walking. I once brought the Yellow pages to a lecture I gave to impress upon the kids how important it is to shop around if you want to save money. Get at least three quotes on all your supplies (where possible). Costs can mount, especially when you are getting started, and a bit of simple consumer research might save you an easy 10-15%. If you are operating on a modest profit margin, that extra saving can go a long way to increasing your profit margin.

-Don't hire someone you wouldn't have over for dinner.

-Lawyers are a necessary evil.

-Expect the unexpected.

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PRESS RELEASE

The Supreme Court of Canada refuses leave to appeal on forestry:
Crees go to the United Nations

Nemaska, March 15, 2001 - The Grand Council of the Crees (Eeyou Istchee) was disappointed to learn that the Supreme Court of Canada has refused leave to appeal two decisions rendered by the Québec Court of Appeal last year in proceedings which they had initiated against Canada and Québec Governments and a number of forestry companies. The Cree submission to the court was on the removal of Judge Croteau from their forestry case at the demand of Quebec, Canada and the involved forestry companies.

"This is the first time in Canada that a judge has been removed from a constitutional case at the request of government" stated Grand Chief Ted Moses.

"The Governments of Canada and Québec, not content to rely upon the appeal process, went so far as to have a judge removed from the case because he had decided in favour of the constitutional and treaty rights of the Crees", added Grand Chief Dr. Ted Moses.

'This is a violation of the human rights of the Crees. It is a violation of our right to due process, and a violation of the principle of the independence of the judiciary", the Grand Chief said.

As a result of this decision, the Crees have now exhausted their domestic remedies in Canada. This opens the door for the Crees to have recourse to the United Nations under the Optional Protocol to the International Covenant on Civil and Political Rights, which Canada has signed and ratified. The Crees will file a complaint on the recusation of Justice Croteau before the United Nations Human Rights Committee, which hears cases under the Optional Protocol.

The Grand Council of the Crees intends to redouble its efforts before the Superior Court of Québec and to continue to pursue the proceedings presently pending before that Court. The decisions of the Supreme Court of Canada have in no way affected the claims of the Crees or the legal proceedings already underway against the Governments of Québec and Canada, since the judgment was limited to interlocutory matters only. The questions raised by the Crees are of capital importance to the protection of treaty rights guaranteed under the James Bay and Northern Québec Agreement.

The Crees welcome the third decision of the Supreme Court of Canada confirming their rights to seek immediate relief from the Government of Canada and confirming that their rights under the James Bay and Northern Québec Agreement are treaty rights protected by the Constitution of Canada.

"We intend to intensify our efforts to protect and preserve our aboriginal and treaty rights and to put a stop to the destruction of our hunting lands by government and the forestry industry.

"Logging activities are continuing at a rapid pace in the Cree hunting lands. On average, some 800 square kilometres are cut every year and to date not a single environmental or social impact study has been carried out. The present proceedings before the Québec Superior Court will continue, and we remain hopeful that we shall be able to obtain a hearing date within the shortest possible time", said Bill Namagoose, Executive Director. "The Crees will also undertake all necessary measures before other available forums to protect their constitutional rights", concluded Mr. Namagoose.

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GRAND COUNCIL OF THE CREES (EEYOU ASTCHEE)
GRAND CONSEIL DES CRIS (EEYOU ASTCHEE)

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CREE REGIONAL AUTHORITY
ADMINISTRATION RÉGIONALE CRIE

GOING TO THE DOGS

BY XAVIER KATAQUAPIT

My father Marius and many of the Elders in Attawapiskat have stories about the days when they used dog teams. I recall one story my dad told me. He awoke in the night to the sounds of his dogs barking.

As he pushed back his heavy blanket he felt the cold chill inside the canvas prospector tent. There was a blue glow inside the tent from the full March moon. He could still see the dying orange embers inside his small camp stove. The dogs were barking wildly and he could hear them tramping on the snow and pulling at their lines outside the tent.

There must be someone or something that awoke them, he thought. He had most of his clothes on including his homemade moose hide moccasins, as it was customary to sleep this way even in the warmth of the down blanket. At minus-30 degrees Celsius it does not take long for the biting cold to freeze everything inside a tent. He searched for his homemade fur-lined hat and fur-lined moose-hide gloves by the light of a small candle he had lit.

As he stirred inside his tent, he wondered what was making the dogs so excited. It could be a small animal or bird; perhaps it was wolves that were trying to get at his sled dogs. Then again, maybe it was just another trapper passing through with his own dogs. He searched for his gloves and hat on the soft spruce-bough floor of the tent. The space was small but he managed to accommodate his little stove, a wood pile to last the night, food, the beaver and fox pelts he had skinned before going to bed and his day pack of

traps.

Suddenly, at one corner of the tent, he saw something move in the dim candlelight. A few spruce boughs turned up and he could hear something move along the canvas side of the tent. He reached for a piece of firewood and crawled towards the moving subject. He

saw a little head pop up and realized that he was being visited by Mr. Weasel, who had surely discovered the scent of the animals he had skinned and stored in the tent.

He hit at the side of the tent where the weasel was moving to try and flush it out. The dogs barked louder, sensing the drama taking place inside the tent. As he swung at Mr. Weasel, who was slipping through the spruce boughs, he made contact. The agile little animal darted out of the tent. He could hear the dogs frantically yelping as Mr. Weasel ran through the snow and into the forest.

He pulled back the tent flap and headed outside to make sure Mr. Weasel had departed. The only evidence Mr. Weasel had left were little tracks in the snow that he could see under the blue glow of the full moon.

Before going back to sleep, he made the rounds to each of his sled dogs thanking them each by name for their watchfulness, protection and their companionship. The dogs went back to sleep and dad slipped back into the comfort of the goose down blanket.



PHOTO BY E. WEBB

When I hear stories like these about the days of the dog teams, it makes me feel good. Even though we have snowmobiles these days to make it easier to travel over the frozen muskeg, through the forests, on the frozen rivers and deep snow, I know that my dad and many of the Elders up the James Bay coast miss those days of the dog teams.

My mother Susan also remembers living in the north before settling in Attawapiskat and using snowshoes and sled dogs as a regular form of transportation. There was no other way to get around. Surviving in the frozen and remote land of the far Canadian north where there is little to eat meant moving from place to place. People either endured a lonely trip on snowshoes pulling a sleigh behind them or they raised dogs to pull a heavy sled.

There were many advantages to using dogs. Not only did they pull heavy loads across great distances but they also provided protection. Their keen sense of smell and direction could take a trapper through a blinding snowstorm to the safety of home. Unlike snowmobiles, dogs did not break down and more importantly they also provided companionship for trappers and hunters who traveled alone over the frozen landscape. In a lot of ways we have lost the respect we once had for our friend, the dog. The past couple of generations have grown up without this special relationship with these loyal and protective animals. We should not forget the days of the dog teams because if technology ever fails us in a big way we may have to turn to our friend the dog once again.

Biz Quiz

Do You Have What It Takes to Start A Business?

Choose the answer you think is best for each question. Use the answer box to determine your total point score and then see where you stand in the Success Quotient Ratings.

There are no "wrong" answers.

Each answer listed represents a segment of the responses to survey questions—and the final rankings correspond with the importance successful business owners gave to different answers.



Business on the rise, construction of the new mall in Mistissini.

1. *What is the key to business success:*
a. business knowledge
b. market awareness
c. hands on management
d. sufficient capital
e. hard work

2. *If a relative ever asks me for advice about starting a business I will tell them to:*
a. work for someone else in the field first
b. write a business plan
c. study marketing
d. give up the idea
e. learn about budgeting

3. *Which is the largest potential trouble spot:*
a. too much growth
b. too little growth
c. too fast growth
d. too slow growth
e. sporadic growth

4. *I trust: (select as many as apply)*
a. nobody
b. myself
c. my partner
d. a few key employees
e. my customers

5. *I am unhappy when my employees are:*
a. late
b. unhappy
c. abrupt with customers
d. resigning
e. less dedicated than me

6. *My customers are: (select as many as apply)*
a. always right
b. too fussy
c. demanding
d. worth listening to
e. dumb

7. *Rank these in order of importance for small business marketing success:*
a. word-of-mouth
b. advertising
c. signs
d. location
e. community events

8. *When it comes to money I am:*
a. careful
b. too carefree
c. emotional
d. shrewd
e. hardnosed

9. *Financially my firm:*
a. has trouble with cash-flow
b. has a good line of credit
c. is financed totally by receipt—no credit
d. is making better profits this year than last
e. knows exactly where it is all the time

10. *In hiring people:*
a. I take far too long
b. I look for the cheapest person
c. personality is more important than experience
d. I look for the best person, and am willing to pay
e. I only hire at the trainee level

11. *With my employees:*
a. I treat everybody the same
b. I try to talk privately to everybody once a week
c. To whatever extent possible I tailor assignments to personalities
d. I encourage them to talk to me about the business
e. I try to work alongside them whenever possible

12. *The real key to business success is:*
a. hard work and perseverance
b. fine products and service
c. advertising
d. knowing the fundamentals of business
e. employees

13. *Competition is:*
a. dumb
b. smart
c. cunning
d. everywhere
e. a constant threat

14. *The best competitive advantage is:*
a. experience
b. understanding what the market wants
c. confidence
d. conducting a business ethically
e. a detailed plan

15. *I keep:*
a. careful financial records
b. in touch with my customers
c. in touch with my employees
d. trying new techniques
e. wanting to retire

16. *My dream is:*
a. to grow the business until someone else can run it
b. to work until I drop
c. to give up these headaches and have more fun at work
d. to try another business
e. to take a vacation

17. *I think business plans are:*
a. for the birds
b. nice but not necessary
c. something I can do with my accountant
d. useful and informative
e. essential—wouldn't do business without them

18. *What makes a terrific entrepreneur?*
a. creativity
b. discipline
c. consumer orientation
d. technical proficiency
e. flexibility

19. *What does a business need most?*
a. money
b. market research
c. help
d. time
e. a solid business plan

20. *What is essential to marketing?*
a. "a sixth sense"
b. market research
c. customer awareness
d. experience
e. testing

Quiz Results

Find each question in the scoring box. Write the score for the answer you selected in the margin next to every question, (If you didn't select the highest scoring choice, take a look at that one and try and figure out why it scored so well.) When you've worked through the entire quiz, go back and add up your points. Then compare your total with the Success Quotient table to see how you compare with some of California's most successful business people.

Score Your Business Success Quotient

75-100 You are a successful entrepreneur whose operations reflect tried and true business practices.

50-74 Your business is probably headed for long-term success. But success will come sooner if you sharpen your awareness of solid management skills and marketing techniques.

25-49 While you may be enjoying customer loyalty and repeat business, never forget that savvy competition is always looking for ways to take the lead. Don't let comfort lull you into false security. Be creatively assertive!

0-24 You may well have the right product. But to sell it successfully, you need to increase your market awareness and improve your operating philosophy. Reach out for practical classes, seminars and advice from people who have good business track records. And - keep persevering. It's the key ingredient to winning!

SCOREBOX

Question Points

1. a = 5, b = 4, c = 3, d = 2, e = 1
2. a = 5, e = 4, b = 3, c = 2, d = 1
3. c = 5, a = 4, b = 3, d = 2, e = 1
4. b = 5, e = 4, d = 3, c = 2, a = 1
5. b = 5, d = 4, c = 3, a = 2, e = 1
6. d = 5, c = 4, a = 3, b = 2, e = 1
7. a = 5, d = 4, c = 3, b = 2, e = 1
8. a = 5, d = 4, e = 3, b = 2, c = 1
9. e = 5, d = 4, b = 3, a = 2, c = 1
10. d = 5, a = 4, c = 3, b = 2, e = 1
11. c = 5, d = 4, e = 3, b = 2, a = 1
12. e = 5, d = 4, a = 3, b = 2, c = 1
13. e = 5, d = 4, c = 3, b = 2, a = 1
14. a = 5, b = 4, c = 3, e = 2, d = 1
15. b = 5, a = 4, c = 3, d = 2, e = 1
16. e = 5, a = 4, b = 3, c = 2, d = 1
17. e = 5, d = 4, c = 3, b = 2, a = 1
18. c = 5, a = 4, b = 3, e = 2, d = 1
19. b = 5, e = 4, a = 3, d = 2, c = 1
20. c = 5, b = 4, e = 3, d = 2, a = 1

Source: The Small Business Administration (SBA)



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Canada

THE JOURNEY

Interesting question



in the winter of 1999 and 2000, I joined the "journey Through the Heart of Eeyou Istchee." Walking for a great part of the day, I had a lot of time to think and to reflect.

Last year when i was on "the journey," somewhere between Chisasibi and Waskaganish, I was suddenly struck by an interesting question. This question just came upon me. "Indian Time. When did it start?" I continued walking with the youth and suddenly the answer came to me. It felt as if it had landed on me. November 11, 1975... the signing of the james bay agreement! that's it! that's the right answer.

And then, i could not help at laughing at the answer. As i continued walking, i started talking to myself. "When our leader calls out at 3:00 or 4:00am, "Winiskaaaaaaukw!!!," It means wake uuuup!!!! If we had left earlier, we would have gone many more kilometres" Then i heard a voice come upon me, it was the voice of an elder. He explained that when he lived in the bush, when the sun rose that's when he would travel and before sunset he would set up his camp. That was the only way the Elders told time.

Now that we have "Indian Time" we are always late, late for work, late for school, late for meetings, etc... That's because we signed the "agreement." That's when it started.

So, who started the "Indian Time?" I believe it started November 11, 1975! This could be our new years resolution for 2002, abandon "Indian Time" and go back to "Elders Time."

Freddy Jolly, Nemaska
Journey Participant

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"Journey of Wellness"



My dad went on a thirty day "journey of wellness" to find himself and to look at his life and to be a changed man. It was a hard, long, cold journey, but it was worth it.

They walked everyday on snowshoes about ten to twelve kilometers a day. Altogether they walked 680 kms from Nitchequeon to Mistissini.

Dad talks a lot about his walk, whenever he feels low, he remembers his walk, it lifts him up and keeps him going with life and takes it as it comes and goes. My dad is a hard-working man and never quits. He encourages other people that they can do anything they want and not to quit, to keep trying.

I believe that my dad can help the youth or adults with their problems, he knows what they are going through, because he went through the same problems.

My dad is also a hockey coach. He loves hockey, in fact he was a good hockey player. He was invited to try-out for "Junior Major" in Quebec in the early seventies, when he was only sixteen-years-old, disappointingly, he never went.

Today, he looks back and regrets. So, now he does not want the same thing to happen to my brothers. He is always there for them and supports them.

My dad is a changed man now. He had healing from the long journey he walked in his snowshoes. I love and believe in my dad.

By Amanda Wapachee (daughter)
Journey of Wellness - February 1998
Dedicated to my Dad, Kenny Wapachee



Your privacy is our concern.

Canada has a new law to protect our privacy. No federally regulated business (such as a bank or a telephone, telecommunications or transportation company) can now collect, use or disclose your personal information without your consent. Your right to check information about you and have it corrected is protected under the law. An independent ombudsman, the Privacy Commissioner of Canada is at your service to investigate complaints relative to Canada's privacy laws. Your privacy is your business. Ours is making sure that it stays that way.

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Collection:



striking a balance between firmness and social responsibility

Ninety percent (90%) of Hydro-Québec's customers pay their electricity bills on time. However, approximately 400,000 Quebecers don't always meet their payment due dates. This represents millions of dollars of unpaid bills that Hydro-Québec, like any other public service provider such as the telephone or cable company, must collect.

Payment arrangements: getting a handle on the situation

In an effort to treat all customers fairly, Hydro-Québec encourages people who have fallen behind in their payments to work out a payment arrangement. Customers in this situation are invited to contact a Hydro-Québec representative at any time to negotiate an agreement. This way, they can pay down their outstanding balance over time and avoid getting further into debt.

Interruption of service is used only as a last resort

Hydro-Québec's collection policy is firm and fair. The company's representatives make every effort to get in touch with customers who are in arrears in order to discuss the situation and try to reach an agreement. When a customer receives a notice of service interruption, it's because previous attempts to resolve the issue have proved unsuccessful. Interrupting service is an extreme measure, used only as a last resort when all other measures have failed.

Smart ways to manage electricity costs

It's in the customers' best interests to work out payment arrangements and abide by their terms rather than letting their debt build up. Then, once the outstanding balance has been paid in full, they can sign up for the Equal Payments Plan, which lets them average out their electricity costs over a twelve-month period. Hydro-Québec recommends this as a way to help customers manage their budgets more effectively.

Those who are thinking of moving should find out about the cost of heating the new premises before making their decision, in order to avoid unpleasant surprises. They should also remember to give Hydro-Québec advance notice of their move so that they won't have to pay for electricity they have not consumed.

Hydro-Québec and social responsibility

During the winter, Hydro-Québec proceeds to service interruptions in the case of commercial and business customers, but it never cuts power to a residential customer's principal residence. Furthermore, when the cold weather sets in, the company restores service to all previously disconnected residential customers who depend on electricity for their heating. However, these customers are still required to pay their outstanding balance if they want to avoid being among the first to have their service interrupted in the spring.

Sensitive to the needs of the less fortunate members of society, Hydro-Québec is always looking to find sustainable solutions to meet their energy requirements without compromising its commitments to the general population. To this end, it works closely with community organizations and consumer associations. The Budget éclairé (budget assistance) project is one example of this cooperation, which should give rise to several other initiatives.

While doing everything possible to keep its rates stable and remain on a sound financial footing, Hydro-Québec places the well-being of its customers first. For Hydro-Québec, this is more than a social obligation, it's a priority.

If you are having problems paying your electricity bill, don't wait until the situation deteriorates. Contact us now at the phone number on your notice to make payment arrangements. We can help.

Hydro Québec

See you at the Fair

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CLASSIFIEDS

Births

Congratulations to Jennifer and Robert Dixon on the safe arrival of their baby boy Ethan-Robert on Friday September 8, 2000 at 11:45 p.m. weighing 9 lbs and 3 oz. We hope that your little bundle of joy will bring you happiness and laughter for days to come. Take good care of him. Friends always Pauline, Ben, Alycia and Tristan Dixon. Hey guys! A little buddy for Tristan to play with. Kool

Congratulations to Stephanie & Greg on the safe arrival of their daughter "Shania Destiny" born on February 18th ,2001. Finally there's another girl in our family. Congratulations also to the big brother Richard Philip Jolly. With lots of love; Lilybelle & Kyle (Caillou).

It's a girl! Jennifer Serafinowicz and Jerry Happyjack are thrilled to announce the arrival of their daughter, Chelsea Marie Happyjack born in Gatineau, Qc. on December 22nd , 2000 at 12:54p.m., weighing 7 lbs. 4 oz. Proud big brother is Ryan H/Jack.

Congratulations to Jermaine Blackned on the birth of his little sister Arielle Kaylee Carissa, born on February 24th , 2001 at 5 a.m. weighing 7 lbs. 2 oz. Hope you're very happy of being a big brother. Take good care of your little sister and don't make her cry. Also, congratulations to the parents Bertha B. and Isaiah H. Take good care of your sweet little girl.

Birthdays

A special birthday greetings going out to a special person in our lives Wabin-Juksh Wapachee from Nemaska. Her birthday was on January 28. Happy Birthday ANGEL, may all your wishes come true on your special day, and May the good Lord bless you. Sorry for the belated birthday greeting, and don't worry your birthday party is coming up. Have fun on your birthday party. We love you dearly, from Mom, Danny, Candice, and especially Angelina.

Happy Birthday to Kelly-Anne MacLeod who will be 14 years old on February 19. Have a great day K-Mac. From Scott and Brendan Forward. To our adorable sunshine little Daughter Candice Hope Bosum who's Birthday is on February 10, 2001. You'll be turning two in a few weeks One of the greatest joys life can bring is a daughter like you for you make any day more special with the warmth and love you share. Happy Birthday Girl!! with lots of Love Mommy&Daddy and Bro Geoffrey xxx

We would like to wish a Happy Birthday to a very special boy Bedabin Justin Benoit Coon on February 18, 2001. He will be 8 Years old. With all our love, Daddy, Sharon, Merissa and Reilly Gordon Coon. Have lots of fun, BED!

I'd like to wish a happy birthday to Lindsay Chewanish in Montreal.Happy Birthday kid hope you get everything you want. Be good I'll see you

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soon. I Love you From Auntie Lena.

WISHING A WONDERFUL BIRTHDAY WISH TO ALLISSON JANE AND KIRK BRIAN ST-GELAIS. ON FEBRUARY 12,2001 CELEBRATING THIER 1ST BIRTHDAY, WE LOVE YOU SO MUCH IT WAS A BLESSING TO HAVE SUCH WONDERFUL TWINS, LOVE ALWAYS MOM MINNIE DAD CLINT IN O-JAY

HAPPY BELATED BIRTHDAY TO OUR DAD AND GRANDPA BILLY CAPISSISIT ON JANUARY 13, 2001 WE LOVE YOU AND WISH THE BEST IN THE YEARS TO COME. FROM CLINT, MINNIE, ALLISSON AND KIRK

A Happy 1st.Birthday wish to an adorable little girl, Christie Coonishish on March 23rd 2001. Love and many kisses. Aunt Jennifer S., Ryan & Chelsea. Also hi to Cindy & Jason. Our son Randy Weistche has celebrated his 17th birthday on March 14th 2001. We remember the day you were born son, you were such a chubby little boy and today you've grown so fast and into a fine young man. Words cannot express how much we love you and care for you, and once again Happy Birthday and many more to come. With love always, Mom & Dad.

We would like to wish Happy Birthday to our brother Randy Weistche on March 14th 2001. We hope you will enjoy your special day and many more years to come. Love, Sisters: Carrie-ann & Charity, brother: Marcus W.

Happy 6th birthday to my son Darrelin Lee Stewart Whiskeychan, on March 25th 2001. I love you so much. Love always. Mom (in Wask)

Happy 6th birthday to my brother Darrelin Lee Stewart Whiskeychan, on March 25th 2001. Hope you have a blast. Hugs & kisses, Cody (in Wask)

Happy belated birthday to my sister and brother in law. My sister B'Day March 3rd 2001, my brother in law B'Day February 21st 2001 in Eastmain. Again Happy Birthday and many more to come! Love always, your sister, Joanne.

As the song goes "Happy Birthday Sweet Sixteen". To my niece Stella Jane on March 8th 2001. Also Happy International Women's Day. God bless you my sweet niece. With love always, your Aunt Joanne XXX.

Happy belated Birthday to my brother in law Rusty on March 2nd 2001 and to my sister Charlotte Moar on March 15th 2001. Happy Birthday to you both and many more. Love you! Love always. Your in law & sister Lorraine K. XOXOXO (Chis)

A special birthday greetings going out to a special person in our lives Wabin-Juksh Wapachee from Nemaska. Her birthday was on January 28. Happy Birthday ANGEL, may all your wishes come true on your special day, and May the good Lord bless you. Sorry for the belated birthday greeting, and don't worry your birthday party is coming up. Have fun on your birthday party. We love you dearly, from Mom, Danny, Candice, and especially Angelina.

Happy 30th Birthday to Sally in Montreal. (How many years have you been thirty now??) Anyway, Happy Birthday to you on March 31st 2001. Wishing you the best. From your best friend in Mistissini. XXX

A Very Happy 27th Birthday! to Pam Wabie from all her family. We hope all your birthday wishes come true. Love always your sister Annette and family

Personals

Pauline Napash "The Love of my Life", I love you so much, you mean everything to me. You're the reason I'm not alone in this cold world I love your style. I want everyone to know that I love you with all my heart and more. From: Eric Happy Jack. (Happy Belated Valintine's)

Events

PROPOSED REUNION This is a notice to the former students of Mission **St. Joseph's**, Fort George, Quebec. We are in the process of organizing a Reunion this coming summer of 2001. The date has not been yet determined. In order for the Proposed Reunion to happen, you must contact the following individuals below.

Margaret Sealhunter (819) 855-2833 (w) – leave message Linda Rednose (819) 855-2844 (w) ext.5332 – leave message

Therese Lameboy (819) 855-2833 (w) ext.213

Maggie Cox (819) 855-2878 (w) ext. 352

Mary McKee (819) 855-2833 (w) ext.206

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The Cree Construction and Development Company Ltd.

CAREER OPPORTUNITY

POSITION: **SENIOR HUMAN RESOURCES OFFICER**
LOCATION: **MISTISSINI**

The Cree Construction & Development Company ("CCDC") is seeking an individual to occupy a new position in its Head Office in Mistissini. The individual will be a Senior Human Resources Officer and will be involved in the daily administrative functions including the training program (Bill 90), work accident files (CSST), statistics analysis, payroll processing and accounts payable.

In addition, the individual will also be responsible for the supervision of the entire administrative office of Mistissini where the company's payroll and accounts payable are treated. The personnel in the Mistissini office will be reporting to the Senior Human Resources Officer. The candidate must be flexible in terms of traveling occasionally to Montreal, construction sites and other Cree communities, if required.

Employment Requirements:

- College or university degree, preferably in administration or industrial relations;
- Minimum of 5 years experience in administrative services;
- Knowledge of worksheets and word processing software (Excel, Word File Maker, Power Point, etc.);
- Capacity to supervise a team, and motivate them;
- Write and speak English;
- Preferably knowledge of French and Cree languages;
- Good communication skills and analysis capacity;

Salary will be commensurate with qualifications and experience. Complete benefit programs will be made available to the employee. This position is available to both men and women.

APPLICATION DEADLINE: March 30, 2001

You can either fax your resume to the following fax number of mail it to the address listed below:

Marie Elaine Pelletier, Director Human Resources
THE CREE CONSTRUCTION AND DEVELOPMENT COMPANY LTD.
3983 boul. Lite
Laval, QC.

Conseil Cri de la santé et
des services sociaux de la Baie James

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The Cree Board of Health and
Social Services of James Bay

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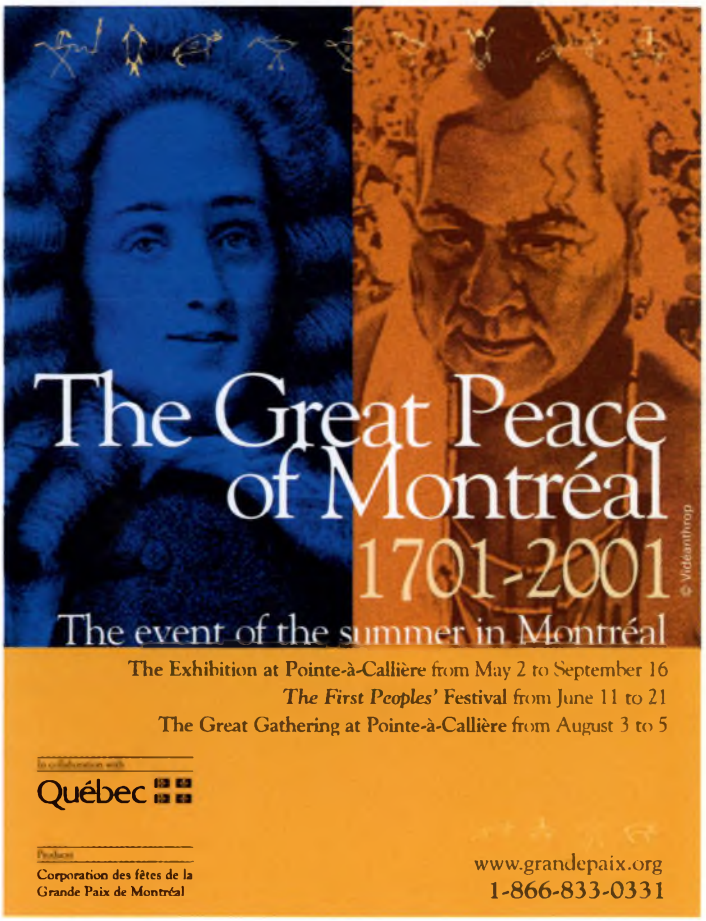
The Cree Board of Health and Social Services of James Bay is a Cree entity responsible for the administration of health and social services for all residents under its jurisdiction. This jurisdiction comprises nine Cree communities and their surrounding territories.

PUBLIC NOTICE

Please be advised that there are numerous positions for the purpose of the recall list available within your community on a continuing basis. All interested applicants are reminded that these positions are accessible at the following locations:

- local band council
- local hospitals/clinics
- job banks

For further details
please do not hesitate to contact:
Human Resources Management
Cree Board of Health & Social Services of James Bay
Chisasibi, Quebec J0M 1E0
Tel: (819) 855-2844 ext. 5340
Fax: (819) 855-2680
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